

**Minutes**  
**Committee on Equal Opportunities**  
**Council on Postsecondary Education**  
**August 26, 2009**

The Committee on Equal Opportunities met August 26, 2009, at the Council office. Chair Phyllis Maclin presided.

Roll Call

Members present: Lisa Osborne, Chris Crumrine, Raoul Cunningham, John Johnson, Wendell Thomas, Joseph Weis, David Welch, Abraham Williams, Charles Whitehead, and Representative Carl Rollins.

Approval of Minutes

The minutes of the June 2009 meeting were approved as distributed.

Reconsideration of  
Morehead State University  
Qualitative Waiver Request

Dr. Wayne Andrews, President, and Mr. Charles Holloway, Chief Diversity Officer, Morehead State University, presented information in support of a waiver of the requirements of KRS 164.020(19) (qualitative waiver). In a letter dated June 10, 2009, Morehead State University requested that the Council on Postsecondary Education's, Committee on Equal Opportunities reconsider the institution's request for a waiver of KRS 164.020(19).

President Andrews and Mr. Holloway presented updated information that clarified and augmented the report presented at the April 2009 meeting. The following are some of the major activities MoSU has initiated in support of the waiver request:

- Dedicated significant resources to diversity planning and believes the success of the program is extremely important to the university and the Commonwealth of Kentucky.
- Developed new strategies, endorsed by the Board of Regents, to achieve greater campus diversity and to encourage the entire campus community to participate.
- Hired an African American in the executive, managerial category, the chief diversity officer. Mr. Charles Holloway is a native of Mississippi, attended Alcorn State University as a undergraduate, had a career with the IBM corporation for 21 years as a international buyer, and had a good deal of responsibility working with IBM to integrate diversity into its thinking and business practices. The chief diversity officer is a cabinet level position reporting directly to the president.

- Hired three professional non-faculty staff, all African Americans.
- The president met with individual vice presidents to identify employment opportunities within their division. Each division will report quarterly their progress toward the opportunities.
- Re-structured academic advising within the student support services and created what is termed a “university college,” where all provisionally admitted or nondeclared students are placed in order to receive wrap around services so as to not fall through the cracks.
- Relocated the minority recruiting services coordinator so that the coordinator’s work is integrated with the academic advising services.
- Added the position of minority recruiting services coordinator. The search to fill the position is underway.
- Installed a new enterprise early alert system which has e-advising components that will allow faculty, staff, and advisors to record issues or concerns relating to an individual through advising or teaching. This will ensure all staff assisting a student will have the same information and can track the student’s progress more carefully.
- Established additional leadership training programs for advisors and mentors by sharing books and ideas from leaders throughout the country. This fall the training will be on diversity matters.
- Added a new diversity training program titled “MSU 199,” specifically relating to diversity, which is mandatory for all new hires to help them understand the university’s core values including respect for the diversity of people and how that translates to the campus community.
- Established a program entitled “DREAMS”- Dedication, Resourcefulness, Empowerment, and Academic Success for all minority students. This program is to engage new students based on best practices and to ensure that faculty and staff understand the importance of mentoring. Every new African American student will be assigned a mentor with online and face to face communication avenues.
- Established weekly study tables that students can participate in.
- Created a diversity Web site on the university’s home page with an events calendar and a list of resources available to the students.

MOTION: Mr. Cunningham moved that the committee should reconsider the MoSU waiver request. Mr. Crumrine seconded the motion. VOTE: The motion passed.

MOTION: Mr. Cunningham moved that the CEO recommend to the Council that a temporary waiver be granted to MoSU.

Ms. Osborne seconded the motion. VOTE: The motion passed.

Status: Statewide Diversity Plan	The draft plan elements were collaboratively developed by the CPE staff/institutional equal opportunity representatives workgroup and were presented to the conference of presidents, CEO, and others for review and comment.
Plan Development	The workgroups have multiple meetings each month to discuss plan elements in light of the information, comments, recommendations, and other data received from collaborators and constituents.
Developmental Education Policy	<p>CPE President Robert King informed the committee that staff was engaged in developing data related to developmental education that may impact the strategies of the new diversity plan.</p> <ul style="list-style-type: none"><li>• What is currently happening with the postsecondary student population?</li><li>• The data are being cleaned up to help clarify diversity plan elements to the extent possible.</li><li>• A summary of the data will be shared with the CEO when the analysis is complete.</li></ul>
Recognitions and Resolution	<p>The Committee on Equal Opportunities reviewed and adopted a resolution recognizing past CEO chair and former CPE member Charles Whitehead for his contributions to the equal opportunity planning process. Mr. Whitehead resigned his reappointment. He has one of the longest tenures as a member of the CEO.</p> <p>A motion was passed to adopt the resolution.</p>
News Articles of Interest	Mr. Jackson indicated that a number of news articles were provided in the agenda book.
Next Meeting	The next meeting is Tuesday, October 13, 2009, in Frankfort.
Adjournment	The meeting adjourned at 11:45 a.m.